DPEX
DATA PROTECTION EXCELLENCE NETWORK

SURVEY ON JOB POSITIONS REQUIRING DATA PROTECTION EXPERTISE

July 2019

STRAITS INTERACTIVE

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Introduction

Singapore Personal Data Protection Act was legislated in 2012 to protect the individual's personal data. It recognises both the rights of individuals, including rights of access and correction, and the needs of organisations to collect, use or disclose personal data for legitimate and reasonable purposes. It also provides for the establishment of a national Do Not Call (DNC) Registry. The industry was anticipated to require increase in manpower expertise to handle it.
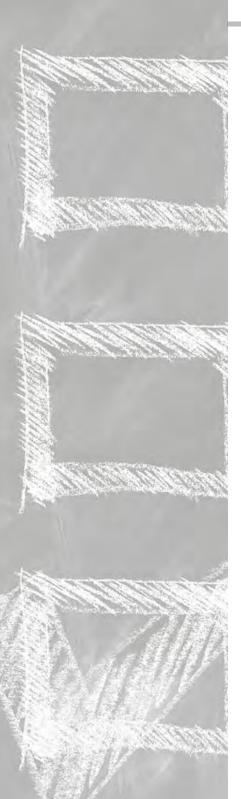
Objectives of report

- To forecast number of data protection professionals needed within the next three years

- To determine if the job market is hiring data protection roles or if job positions have started incorporating data protection expertise as part of the job criteria

- To track any change to the number and hiring positions since the Personal Data Protection Commission started enforcements from April 2016

- To provide any other useful insights.

Methodology

- Findings were based on scanning of job roles found on respective job portals, excluding government agencies. Job portals covered include:

a) Headhunt	f) Monster
b) Indeed	g) RegionUp
c) job-q.com	h) STJOBS
d) JobsCentral	
e) Jobstreet	

- Research cover job posts (available job positions) over the month of July 2019. Key words searched were: "DPO, PDPA, data privacy, data protection, data governance, personal data, sensitive data.

- Only job posts where terms relating to data protection were indicated in job description/role, requirements or preference (Skills, experience, qualifications) were included. Data protection could be only one of many other requirements that might be listed in the job posts.

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Findings

A record number of 119 job positions for data protection officers (DPOs) or job positions requiring relevant data protection expertise were advertised in the month of July 2019. This is a 32% increase over a similar period in 2018 (90 job positions vs 119 job positions). This number also exceeds available cybersecurity job positions in July 2019 by up to three times.

Table 1a. Number of Job Positions from 2016 to 2019

Year	2016	2017	2018	2019
No. of Positions	42	85	90	119
Increase		43	5	29
Change in % yearly		102.4%	5.9%	32.2%

Table 1b. Ratio of Dat Protection to Cybersecurity jobs 2019

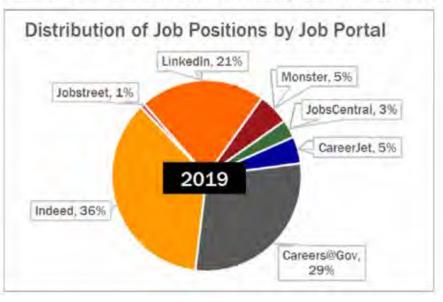| Data Protection	Cybersecurity
119	39
3	1

For this research, only online job portals were used. The top three job portals that has the highest concentration of data protection positions are Indeed (36%), Careers@Gov (29%) and LinkedIn (21%).

Job Portal	2019
Indeed	36%
Careers@Gov	29%
LinkedIn	21%
Monster	5%
CareerJet	5%
JobsCentral	3%
Jobstreet	1%
Grand Total	**100%**

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Chart 1 - Distribution of Job Positions by Job Portal in 2019

Distribution of Job Positions by Job Portal

LinkedIn, 21%
Monster, 5%
Jobstreet, 1%
JobsCentral, 3%
CareerJet, 5%
2019
Indeed, 36%
Careers@Gov, 29%

The increased demand was driven mainly by the government, which accounted for 34% (40 out of 119) of the overall job vacancies advertised. This was followed by sectors in health, information technology and financial services which combined, accounted for 39% of the available job positions.

Table 2 - Number of Job Positions from 2016 to 2019 by Industry

Industry	2016	2017	2018	2019
Public/Civil Service/Government		7	2	40
Banking & Financial Services	8	25	30	23
Information Technology	6	14	18	12
Business Services	18	14	22	11
Healthcare	1	11		11
NA				1
Industrial Goods & Services		1	5	5
Transportation Services			5	2
Consumer Goods & Services			2	2
Professional Services	1	2		2
Education Services	6	4	3	2
Non-profit Organisation	1	1		1
Travel & Leisure	1	1	2	1
Telecommunications		5	1	
Grand Total	42	85	90	119

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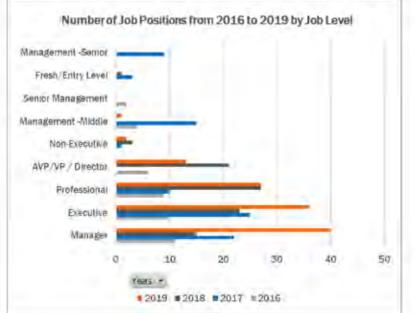
Chart 2 Number of Job Positions from 2016 to 2019 (DPO Role)

DPO Role	Yes	No	Total
2016	26	16	42
2017	35	50	85
2018	26	64	90
2019	60	59	119

There is an increasing trend of organisations hiring professionals to perform the role of a data protection officer. In fact, in 2019, 50% of job positions advertised specifically involved performing the role of a data protection officer.

A large majority of the advertised job vacancies in the month of July 2019 are for executive (11%) and managerial positions (30%), compared to a larger demand for AVP/VP / Director positions (23%) in 2018.

Chart 3: Number of Job Positions from 2016 to 2019 by Job Level

Table 3 – Number of Job positions by Level, 2016-19

Job Level	2016	2017	2018	2019
Manager	11	22	15	40
Executive	10	25	23	36
Professional	9	10	27	27
AVP/VP/Director	6		21	13
Non-Executive		1	3	2
Management -Middle	4	15		1
Senior Management	2			
Fresh/Entry Level		3	1	
Management -Senior		9		
Grand Total	**42**	**85**	**90**	**119**

The two largest departments hiring data protection expertise include information technology (44.5%) and the legal and compliance (35.3%) department.

Table 4 – Number of Job Positions from 2016 to 2019 by Job Functions

Job Functions	Comparison			
	2016	2017	2018	2019
Information Technology	47.6%	41.2%	38.9%	44.5%
Legal & Compliance	14.3%	29.4%	27.8%	35.3%
General & Business	0.0%	0.0%	1.1%	5.9%
Human Resources	7.1%	2.4%	1.1%	5.0%
Banking/Finance	0.0%	0.0%	4.4%	1.7%
Consulting	0.0%	2.4%	2.2%	1.7%
Business Development	2.4%	7.1%	14.4%	1.7%
Others	28.6%	17.6%	10.0%	4.2%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Conclusion

The trend gives a clear indication that the jobs for DPO and/or jobs requiring DPO expertise are increasing. This is in line with the external trend that Singapore PDPC and jurisdictions in the region are more active in their enforcements, the publicity and education about data protection is gainin traction and hence organisations are increasingly looking for talents with data protection expertise.

The PDPC unveiled in July 2019 the DPO Competency Framework and Training Roadmap (framework). The framework provides clarity on the core competencies and proficiency levels a data protection officer requires.

Anticipating a shortage of competent data protection officers needed in the market, Straits Interactive and SMU Academy teamed up to offer a data protection curriculum in July last year. The latter introduced two advanced certificates (consisting of 11 modules) leading to an advanced diploma in data protection, the first in the region.

About Straits Interactive

Straits Interactive delivers end-to-end governance, risk and compliance solutions that enable trusted business and responsible marketing, especially in the area of data privacy and protection. Recently Data Protection Trustmark (DPTM) certified, we help businesses achieve operational compliance and manage risks through a combination of cloud technology and professional services. Our quest for innovation has led to us being recognised and awarded Intercon's Top 50 Tech Companies (in recognition of the company's contribution to technology) and APAC Business Headlines' Company of the Year, 2019. Our software-as-a-service solutions include DPOinBOX and Governance, Risk & Compliance System (GRACIAs), all of which are supported by professional services that include advisory services, audits, and training. More information about the company can be found on www.straitsinteractive.com.

About the Data Protection Excellence (DPEX) Network

The Data Protection Excellence (DPEX) Network is the first of its kind facility in the ASEAN region whose aim is to provide leadership, best practices, training, research and support for all things surround data privacy from an operational perspective. This collaboration of partnerships comprise accreditation bodies, law firms, universities and organisations who provide professional services and technologies relating to data privacy. An ever-growing network, members currently include Straits Interactive, Singapore Management University, International Islamic University of Malaysia, De LaSelle University, Philippines, IAPP, EXIN, OCEG and Lexxion amongst others. More information about DPEX Network can be found at www.dpexnetwork.org

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